



# Western NEWS

August 31, 2000  
volume 27, number 1

www.wmich.edu/wmu/news

## Center gets federal award

The University's Center for Community Asset Building has been honored by the U.S. Department of Housing and Urban Development for its community development work in Benton Harbor.

The center received a Local Best Practice Award from federal officials Aug. 22 for its outreach work in linking the expertise of WMU faculty, staff and students to the social, physical and economic development needs of Benton Harbor.

The center focuses its efforts on identifying proven effective practices from many areas that could be replicated in Benton Harbor. Such "best practices" include a wide range of techniques that have worked elsewhere on such issues as housing, crime, delinquency, pregnancy prevention, health care, education reform, employment, economic development and infrastructure restoration.

## AFSCME, University reach tentative three-year pact

Representatives from Local 1668 of the American Federation of State, County and Municipal Employees, Michigan AFSCME Council 25, and the University reached tentative agreement on a three-year labor contract Aug. 26.

Details of the agreement are being withheld pending ratification by the union membership and approval by the Board of Trustees. The union membership will vote on the tentative agreement Wednesday, Sept. 6. Pending union ratification, University trustees will vote on the new contract at the board's next regular meeting, which is scheduled for Friday, Sept. 15.

## Redesign of News is first style change in two decades

Readers will notice that this issue of *Western News* has a new look.

The new masthead design and the updated look for the entire publication is the work of Neil Simon, a graphic designer in the Office of University relations. The new design represents the first major change to *Western News* in more than 20 years.

## Arboretum project will provide new student apartments for 680

With student housing options filled to capacity, the University has begun construction of 240 student apartments in the Arboretum development east of Drake Road and north of Michigan Avenue.

The first half of the units are expected to be completed for the fall 2001 semester, with the remaining units scheduled for completion the following fall. When complete, the complex will house some 680 students and will be managed by the University.

Funding for construction is expected to be

provided by a \$25 million bond offering, according to Robert Beam, vice president for business and finance.

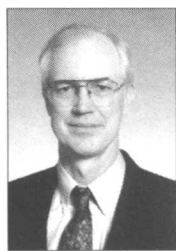
The 22-acre parcel is part of a 183-acre site owned by the WMU Foundation. Two years ago, planning began on an initiative to turn the entire site into a housing development that would include single family homes and condominiums, as well as student housing. That plan was to be done under the management of Capstone Development of Birmingham, Ala.

Capstone withdrew from the project earlier this year when it failed to secure the type of financing it wanted to move ahead on the effort. The current apartment construction project is being managed by AVB Inc. of Kalamazoo, which is the commercial division of American Village Builders Inc. There are no immediate plans to move ahead on the rest of the original Arboretum development plans.

The project will include a mix of two-, three-, and four-bedroom units.

## Federal grant boosts classroom technology

A national effort to promote better use of technology in the classroom has landed the College of Education more than \$1.1 million in grants as well as a mention by President Clinton.



Leneway

The two grants awarded to WMU are part of 122 new federal grants totaling \$43 million that were announced recently by President Clinton during his weekly radio address. In announcing the 122 grants, Clinton singled out two grants as examples—one at WMU and the other at San Diego State University.

The President reported to the nation that "a grant to Western Michigan University...will be used to build partnerships with business leaders and local school districts to help future teachers use technology in the classroom."

Funded through the Preparing Tomorrow's Teachers to Use Technology program, known as PT-3, the 122 grant recipients are joining forces with more than 900 partners across the country, uniting colleges and universities with elementary and secondary schools, community-based organizations, and technology companies. The U.S. Department of Education is funding these programs to fuel a nationwide movement for improved teacher preparation and enhanced readiness of new teachers to effectively guide learning in technology and information-rich environments.

WMU also is a participant, along with four other universities and colleges as partners, in a second PT-3 grant project this year. The initiative is part of a \$2,054,922 national grant project supported by the ThinkQuest Foundation of Armonk, N. Y., and is one of 12 grants awarded as catalysts to expand teacher preparation innovations and teacher certification reforms. Both types of grants are awarded for three years and are part of a federal commitment of \$128 million over three years. Additional matching commitments will come from partners, totaling \$130 million over the life of all of the 122 grants.

The primary PT-3 grant to WMU is an implementation grant of about \$1.1 million over three years. The WMU portion of the ThinkQuest

catalyst grant is for \$15,000 a year or \$45,000 over three years. The total of both grants over three years is \$1,153,211.

Grants to WMU are to a consortium made up of the University, local schools and high-tech businesses. The consortium is led by the University's Merze Tate Center for Research on School Reform and Robert Leneway, a senior principal research associate in the center and the project's director. The first type of PT-3 grant received is one of 110 awards made to implement specific teacher preparation improvements at colleges and universities around the country. The WMU initiative will be carried out with support from several University colleges including education, arts and sciences and fine arts, as well as the Office of Information Technology. The effort is designed to ensure that all WMU students who become certified teachers meet the newly published national technology standards for teachers using and integrating technology in their classrooms.

The University is calling its primary implementation grant project Collaborative Learning and Teaching Through Technology and is joining together with high-tech corporations, a foundation that promotes student use of the Internet and 50 Southwest Michigan schools. Corporate partners are IBM and Microsoft. Microsoft is donating licensing fees for two student computer labs to the tune of \$50,000 a year, giving students access to many of Microsoft's products. IBM is awarding a \$200,000 equipment and materials grant to develop a national online support center to prepare people with disabilities for careers in information technology and enhance the technology skills of the teachers who serve them.

In addition to Leneway, Howard Poole, educational studies, will work with College of Education students and faculty and Allen Carey-Webb, English, will work with faculty from the other WMU colleges that prepare future teachers. An additional staff member will be hired to work with about 700 WMU intern teachers who work in 12 Southwest Michigan school districts, as well as with their supervising teachers.

"One of the things that is happening is that technology standards have changed," Leneway says, "so that as technology evolves, what may

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### MOVING DAY—

These Shilling Hall residents were among students who were moving fast on the Aug. 24 residence hall opening day. By the morning of Aug. 25, 50 percent of campus residence hall rooms were occupied. (Photo by Neil Simon)



## WMU cadet beats 3,500 others for top award

A WMU student from Ludington, Mich., recently achieved top standing among thousands of Reserve Officers Training Corps cadets in the United States.

Jeremy Horstman, a senior majoring in management with a minor in military science, received the highest score in the nation at the U.S. Army ROTC Advanced Camp 2000 in Ft. Lewis, Wash. The five-week program is required of all ROTC cadets during the summer preceding their senior year of college. Cadets are awarded points throughout their Advanced Camp experience, and with 996 points out of a total of 1,000 possible, Horstman tied for first place with another cadet. The pair bested some 3,500 other students from ROTC programs around the nation.

"Anything above 900 points at Advanced Camp is generally considered in the excellent range," says Captain Jim Purrenhage, the WMU instructor who trained Horstman for Advanced Camp during the cadet's junior year. "We are obviously very pleased, but not completely surprised. Jeremy is focused and motivated, and he has displayed excellent

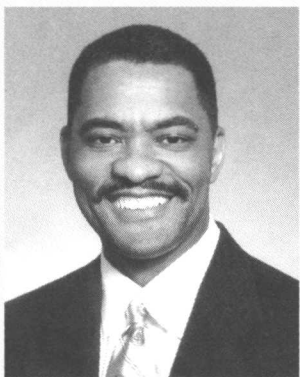
character. He is exactly the type of officer the Army is looking for."

Advanced Camp scores are based on a cadet's performance in four areas: physical fitness (100 points); land navigation during both daylight and darkness (100 points); performance and potential during a variety of tasks (100 points); and leadership skills in 16 focus areas (700 points).

Cadets also are scored throughout their junior year on a 3,000-point system. Horstman's Advanced Camp score, which accounts for one third of his overall score, helped push him into the number-one slot among WMU's 12 senior-level cadets. According to Purrenhage, this ranking system plays a crucial role in determining a cadet's future, as the Army uses the scores to slot graduates as officers in their preferred branch of the Army. Horstman's Advanced Camp performance virtually ensures he will land his desired post as an aviation officer, a highly sought-after position.

Part of the Haworth College of Business, WMU's Military Science Program is an elective academic minor.





# The President Comments

Elson S. Floyd

What a wonderful position we are in at the start of this academic year. So much of what we all have been working together to achieve is becoming a reality, and this wonderful University is rapidly moving forward and receiving the recognition we all know it deserves.

We're welcoming our largest-ever freshman class this week, and we face the challenges of meeting the needs of a student body that is now approaching 28,000 students. But we do so with a renewed sense of energy and commitment after a summer that has brought nothing but exciting news for WMU.

Just a few weeks ago, we learned that the new higher education classification system developed by the Carnegie Foundation for the Advancement of Teaching has placed this University in its highest classification level—Doctoral/Research Universities-Extensive. Only 90 public universities in the nation are included in this elite group. In Michigan, only three other universities, Michigan State University, the University of Michigan and Wayne State University, made the list. This is truly right where we belong.

All of you who have worked so long and hard to bring the University to this level and keep it moving forward have my heartfelt appreciation.

But there are many other developments that kept us progressing steadily forward over the summer. Our local legislative delegation gave us its full support during the state funding process and, as a result, we have a 6.3 percent increase to our

general fund budget. That fact enabled us to keep our tuition increase to a modest 3.8 percent.

On June 30, we closed the books on a fiscal year that witnessed record levels of gifts and a phenomenal increase in the scope of our externally funded research. You'll be hearing much about those developments in the coming weeks.

Also, the development of our physical facilities is continuing as planned. Infrastructure development on our new engineering complex and business research and technology park has progressed rapidly. This fall, we'll be breaking ground on the first building for that site.

Meanwhile, as we begin the year, we are welcoming to the campus several new members of our academic leadership team. They are Fredrick J. Dobney, provost and vice president for academic affairs; Alan Walker, vice provost of academic affairs for continuing education; and three new deans—Dean David England, education; Dean Margaret Merrion, fine arts; and Dean Richard Wright, aviation. We also are starting the academic year with more than 100 new faculty members.

Finally, I must say that I couldn't be more pleased to be celebrating the beginning of our third year together. It's a wonderful time in the life of this University and a wonderful time for us to be working together as a community to build Western Michigan University into the place we all want it to be.

I know you've all been extending welcoming greetings this week to our new and returning students. Let me add my voice of welcome to some of the most important people in the life of this community—the faculty and staff of this University.

Welcome back!

## CLOSE ENCOUNTERS—

With some 20,000 people in attendance, elbow room was at a premium midway through the Aug. 28 Bronco Bash in the Fountain Plaza near Miller Auditorium. The traditional kickoff for fall classes featured booths from area organizations, live music and novelty entertainment options. (Photo by Neil Simon)



## Technology grant

continued from page 1

have been a minimum standard 10 years ago is no longer enough. Too often we continue to model the use of the 20th century blackboard to teach 21st century skills needed for 21st century jobs.

"With this national grant initiative," Leneway continues, "the U.S. Department of Education is recognizing that education is rapidly moving from a teacher-student model of learning to a new model of networked learning communities, with teachers and students linked together through technology to each other as well as other learning networks." These networks may include students and teachers from other schools as well as other collaborative groups and public and corporate representatives.

The WMU-led implementation project will promote the use of collaborative and interactive technology to help ensure that more than 800 WMU graduating pre-service teachers meet and practice nationally recognized standards when it comes to using technology in the classroom. Independent periodic assessment, student and faculty feedback, faculty development and pre-service education cur-

riculum support on the new standards, a portable wireless learning lab, and Web-based electronic portfolios are possible strategies that will be used to carry out this massive three-year effort.

"What we're hoping to do is ensure that every student who graduates from a teacher education program at Western demonstrates effective technology use," Leneway says. "It's vitally important that new teachers be able to keep pace with the march of technology. In particular, the Internet is having a profound effect on education, making classrooms more geared toward learning through interactive technology and collaborative communication."

The ThinkQuest grant partnership with WMU and four teacher preparation programs will help provide guidance and training for teams of WMU students, K-12 students, supervising teachers and WMU faculty in developing interactive, collaborative learning modules that can be included as part of the ThinkQuest Internet library visited by more than three million users every month.

## Brinkley heads writing network

Ellen Brinkley, English, has been tapped to head the Rural Sites Network for the National Writing Project Task Force.

The NWP Task Force, which provides direction and leadership for National Writing Project programs, consists of 32 members including 10 from the National Writing Project staff and 20 appointed from the 150 project sites located throughout the country. Brinkley will serve a three-year term leading the NWP's Rural Sites Network, which involves 81 National Writing Project sites. The task force develops programs and awards small grants for projects with a rural focus.

Brinkley has directed the NWP's Third Coast Writing Project at Western Michigan University since 1994. The project focuses on improving the teaching of writing and learning in Southwest Michigan schools. In 1997, Third Coast was selected to direct a Rural Voices, Rural Schools program which focuses on writings of those in rural areas.

## Mousavinezhad elected

Chairperson Hossein Mousavinezhad, electrical and computer engineering, was elected to national office this summer by members of the American Society for Engineering Education.

Mousavinezhad was named secretary/treasurer of the ASEE's Electrical and Computer Engineering Division at the June annual meeting of the ASEE in St. Louis. He will serve in his new office for a year, become vice chair in 2001 and then assume the position of chairperson of the division in 2002. That same year, he will serve as the division's program chair at ASEE's national conference in Montreal.

ASEE is a non-profit organization founded in 1893 and dedicated to promoting and improving engineering and technology education. More than 12,000 deans, professors, instructors, students and industry representatives are members of ASEE.

## Bate does guest columnist stint

Harold "Hal" Bate never thought he'd be able to add the designation of "guest columnist" on his resume.

But now he can.

Bate, speech pathology and audiology, was the author of a column in a spring issue of the new publication *Advance for Audiologists*, a professional clinical magazine.

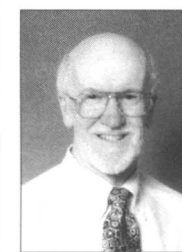
Bate's column, titled "Fulfilling the Mission of Our Profession," was the first contribution to a new

feature that will appear regularly in the magazine. The column was chosen from several submissions that were solicited for the feature's debut. The recurring column is devoted to effective strategies and innovative approaches in audiological rehabilitation and will rely on varying authors in upcoming issues.

## Davidson pens new Eliot book

A book by Clifford Davidson, English, on author T.S. Eliot's baptism and reception into the Anglican church and its influence on his writings, has been published by English publisher Shaun Tyas.

The author of eight books and editor or co-editor of several others, Davidson's new volume examines the relation of the Anglican Church's baptism rite and its inclusion of the medieval concept of the three enemies of man. Price and ordering information for the book is available from the publisher, Shaun Tyas, 18 Adelaide St., Stamford, Lincolnshire PE9 2EN, England.



Bate



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WESTERN MICHIGAN UNIVERSITY



The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits-eligible employees should submit a job opportunity transfer application during the posting period and may contact an employment services staff member for assistance in securing these positions.

Position information reflects assigned grades prior to Sept. 4 as well as the grades in effect after Sept. 4.

S-01 and S-02/Grade 10 clerical positions are not required to be posted. For persons interested in faculty positions, there are openings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

(R) **Assistant Professor** (repost; tenure track, academic year), I-30, Electrical and Computer Engineering, 00/01-1490 8/29-9/5/00

(R) **Office Coordinator**, P-01/14, Educational Studies, 00/01-1496, 8/29-9/5/00

(N) **Flight Instructor** (Term ends 6/30/01), X-04/16, College of Aviation, 00/01-1520, 8/29-9/5/00

(N) **Flight Instructor** (Term ends 6/30/01), X-04/16, College of Aviation, 00/01-1521, 8/29-9/5/00

(N) **Flight Instructor** (Term ends 6/30/01), X-04/16, College of Aviation, 00/01-1522, 8/29-9/5/00

(N) **Flight Instructor** (Term ends 6/30/01), X-04/16, College of Aviation, 00/01-1523, 8/29-9/5/00

(N) **Flight Instructor** (Term ends 6/30/01), X-04/16, College of Aviation, 00/01-1524, 8/29-9/5/00

(R) **Coordinator Communications**, P-01/14, College of Education, 00/01-1525, 8/29-9/5/00

(R) **Activities Coordinator** (FTE .50, 20 hours per week), P-01/13, Career English Language Center, 00/01-1528, 8/29-9/5/00

(N) **Professor/Associate Professor** (tenure track, full year), I-10/I-20, Bronson School of Nursing, 00/01-1529, 8/29-9/5/00

(N) **Senior Research Associate** (term ends 9/30/02), Q-03, The Evaluation Center, 00/01-1531, 8/29-9/5/00

(R) **Office Assistant**, S-05/11, Office of the Vice President for Student Affairs, 00/01-1532, 8/29-9/5/00

(R) **Office Assistant**, S-06/11, Registrar's Office, 00/01-1533, 8/29-9/5/00

(R) **Resource Analyst**, X-01/14, Office of Information Technology, 00/01-1534, 8/29-9/5/00

N=New

R=Replacement

WMU is an EO/AA employer.

## Human resources

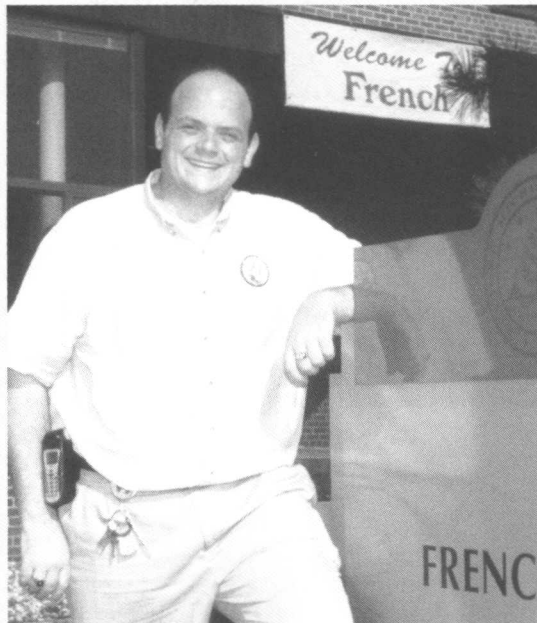
### Staff directory facts needed

Preparations for printing the 2000-01 faculty/staff/student telephone directory have begun.

A memo has been mailed to all departments asking employees to update their home and/or campus information, if necessary. This week, Employee Personal Data forms are being mailed to those employees whose files have missing information. Those who receive an EPD should complete and return it to Human Resources so their files can be updated.

The information currently in an employee's computer record is the information that will be printed in the directory. If changes or corrections are needed, please inform the Information Systems office by Friday, Sept. 8, to ensure a correct listing in the directory. Changes may be made using the EPD form or by memo. Please include your Social Security number with all correspondence.

Those with questions should call the Information Systems staff at 7-3622.



COMING HOME IS A '24-7' EXPERIENCE  
(Photo by Neil Rankin)

## On Campus with Steve Miller

Steven D. Miller rarely gets more than a few steps away from his job, but it's a situation that's fine with him.

Miller, who is beginning his third year as residence hall director for Davis, French and Zimmerman halls, lives in French Hall, making him available to students each day, around the clock. "I can't think of a better place to work," he says, though. "I absolutely love being a part of the lives of students and being a part of student activities and programs."

He supervises 22 resident advisors and one graduate assistant, manages two front desk operations and has advisory and judicial responsibilities as part of his role. He also serves as an advisor to the Residence Hall Association.

Miller earned his bachelor's degree in organizational communication from WMU in 1988 and worked as an employment counselor for four years at the W.E. Upjohn Institute for Employment Research before deciding he wanted to return to the campus atmosphere.

"I decided the college environment was where I wanted to be and working at Western became my goal. I have a lot of pride in this University," he says.

He returned to WMU and earned his master's degree in counseling and post-secondary education in 1994, then took a job at Kalamazoo College, where he stayed for four years. When he landed his current job at WMU in 1998, he says, his return to campus was "like coming home."

The Litchfield, Mich., native says the toughest part of his job during the past two weeks has been making sure every room in the three halls he directs was ready for the Aug. 24 opening date, because some were being used as guest housing up until two days before this year's residents moved in.

"I have a great student staff. That's how we managed it," he says.

## Service

The following employees are recognized for 35, 30, 25, 20, 15, 10 and five years of service to the University during August.

**35 years**—William C. Appel, music; James J. Bosco, educational studies; Loren D. Crane, communication; Clifford O. Davidson, Medieval Institute; Helen Jean Healy, University libraries; George W. Hobbs, health, physical education and recreation; Paul Mergen, art; David A. Morris, admissions and orientation; Peter J. Schmitt, history; Rudolf J. Siebert, comparative religion; Donald E. Slocum, physical plant-maintenance services; Diane L. Stephenson, biological sciences; John H. Stroupe, English; Constance S. Weaver, English; and Lindsey Wilhite, foreign languages and literatures.

**30 years**—Thomas C. Bailey, Office of the Provost and Vice President for Academic Affairs; Leonard J. Beuving, biological sciences; Joseph T. Buckley, mathematics and statistics; Howard J. Dooley, international affairs; Rollin G. Douma, English; David A. Ede, comparative religion; Sharon M. Flickinger, continuing education; Jeffrey B. Gardiner, foreign languages and literatures; Lyman J. Goes, physical plant; Thomas L. Gossman, finance and commercial law; Bruce M. Haight, history; Philip H. Herron, public safety; Richard E. Joyce, communication; Robert A. Laing, mathematics and statistics; F. William McCarty, finance and commercial law; Gerald L. Morehouse, physical plant-landscape services; J. Donald Nelson, computer science; Thomas F. Pagel, communication; Robert H. Poel, science studies; David L. Rozelle, accountancy; James T. Schaper, auxiliary enterprises; Thomas Seiler, English; John F. Shaw, intercollegiate athletics; Patricia L. Sonicksen, customer account services; Earl M. Washington, black Americana studies; and Paul Wienir, sociology.

**25 years**—Henry H. Beam, management; Joel P. Bowman, business information systems; William M. Cremin, anthropology; Chuck J. Forman, physical plant-maintenance services; Barbara L. Harris, educational studies; Arthur Hoadley, mechanical and aeronautical engineering; Leander C. Jones, black Americana studies; Timothy R. Kellogg, business services; James F. McCarthy, music; Steven C. Rhodes, communication; Hazel L. Starcher, College of Health and Human Services; Brian L. Wilson, music; Benjamin C. Wilson, black Americana studies; and Paul Yelsma, communication.

**20 years**—Sisay Asefa, economics; Daniel J. Farrell, management; Jorge M. Febles, foreign languages and literatures; James A. Gilchrist, College of Arts and Sciences; Meshulam Groper, mechanical and aeronautical engineering; Carol J. Haines, psychology; John M. Hanley, speech pathology and audiology; Edward L. Harkness, art; Dean R. Johnson, electrical and computer engineering; Barbara T. McKinney, mathematics and

statistics; Jon R. Neill, economics; Cindee Peterson, occupational therapy; Pamela S. Rooney, business information systems; Darcey M. Stevens, Valley #1 dining service; John A. Tanis, physics; and Robert G. Trenary, computer science.

**15 years**—Judah Ari-Gur, mechanical and aeronautical engineering; Pnina Ari-Gur, construction engineering, materials engineering and industrial design; Robert J. Balik, finance and commercial law; Debra S. Berkey, health, physical education and recreation; Steven Darrell, Henry-Hoekje-Bigelow dining service; Diether H. Haenicke, foreign languages and literatures; Carolyn J. Harris, foreign languages and literatures; Richard L. Hodges, Haworth College of Business; Wei-Chiao Huang, economics; Inayat U. Mangla, finance and commercial law; Ann C. Panse, University libraries; Ben C. Pinkowski, computer science; Linda Law Powell, health, physical education and recreation; L. Lynn Riptoe, Division of Multicultural Affairs; Allen J. Schwenk, mathematics and statistics; Frank L. Severance, electrical and computer engineering; Andrew S. Targowski, business information systems; Jay S. Treiman, mathematics and statistics; Molly B. Vass, community health services; Elaine M. Williams, Miller Auditorium; and Roy V. Zimmer, information technology.

**10 years**—Jonina M. Abron, English; James Adduci, Valley #2 dining service; Kent Baldner, philosophy; Susan L. Caulfield, sociology; James M. Croteau, counselor education and counseling psychology; Satish Deshpande, management; Marianne Frauenknecht, health, physical education and recreation; Robert S. Hafner, science studies; Marcia A. Kingsley, University libraries; Paul Pancelli, physics; Thomas F. Piatkowski, computer science; Kathleen M. Reding, public affairs and ad-

ministration; Sharon S. Russell, alumni relations; Diane Russo, intercollegiate athletics; William A. Sauck, geosciences; James W. Smith, public safety; Michael B. Strong, information technology; Murray S. Tanner, political science; Benjamin Torres, foreign languages and literatures; Linda Trotter-Heger, music; Susan Uchimura, music; Daneen Wardrop, English; Ronald E. Ware, public safety; Mark V. Wheeler, economics; Klayton T. Woodworth, WMUK; and Huizhong Zhou, economics.

**Five years**—Mary Zwoyer Anderson, counselor education and counseling psychology; Barbara Iliff Brotherton, art; Paula S. Brush, sociology; Michael J. Chiarappa, history; J. Kevin Corder, political science; Charles E. Crawford, sociology; David Curwen, dance; Deborah M. Deliyannis, history; Jennifer J. Fager, teaching, learning and leadership; Thomas E. Ford, sociology; Tycho K. Fredericks, industrial and manufacturing engineering; Janette M. Gabel-Goes, business information systems; Thomas Gorczyca, physics; Laurie E. Hays, accountancy; Chansheng He, geography; Matthew L. Higgins, economics; Daniel Jankowski, intercollegiate athletics; John Allen Jellies, biological sciences; Bharti J. Katbamna, speech pathology and audiology; Joseph M. Kayany, communication; Mary D. Lagerwey, Bronson School of Nursing; James B. Lewis, health, physical education and recreation; Elena B. Lisovskaya, educational studies; John Lychner, music; Timothy McGrew, philosophy; Richard G. McMullen Jr., Academic Skills Center; Ronald Miller, computer science; John B. Miller, chemistry; Dewei Qi, paper and printing science and engineering; Silvia Rossbach, biological sciences; Michael D. Slack, mathematics and statistics; David S.

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### New pay structure now on Comp 2000 Web site

The Comp 2000 Web site has been updated to include the new pay structure document for clerical, technical, professional and administrative employees. The new structure takes effect Sept. 4. Employees can review the new pay structure document by visiting the Comp 2000 Web site at <[www.wmich.edu/hr/Comp2000/Comp2000.html](http://www.wmich.edu/hr/Comp2000/Comp2000.html)>.

The Comp 2000 team is also producing a document that lists the new grade, title, and position number for positions covered under the new structure—clerical, technical, professional and administrative positions. This document, which will be sorted by both department and grade, will be re-

## COMP 2000

WESTERN MICHIGAN UNIVERSITY

leased along with appeal procedures in early October.

Also, all affected employees should have one-on-one meetings with a supervisor to review their compensation statement and placement in the new structure. Employees who haven't met with their supervisor by Sept. 5, should let the Comp 2000 team know by calling 7-3620.

Compensation 2000 is the University's project to design and implement new compensation and performance management systems for clerical, technical, professional and administrative staff. Towers Perrin is the firm providing professional consulting services to human resources for the project.



# IT staff, organization changes set to aid technology users

A summer of changes in the Office of Information Technology, with more still to come, will lead to enhanced computing opportunities and services for faculty, staff and students.

Seven directors will head newly integrated areas of IT. Five already are in place, with their appointments effective July 1. They are: Frances Himes, director of information technology development; Gregory B. Lozeau, director of planning and policy development; Charles T. Overberger, director of applications, operations and LANs; Yvonne R. Rumery, director of business operations and vice presidential support; and Garry W. Vander Ploeg, director of telecommunications and network services.

In the coming months, a customer satisfaction liaison and a director of systems and operations will be added to the group.

Vice President for Information Technology Viji Murali, who came to WMU from the University of Arizona in November, says the changes reflect the unit's focus on serving technology users and strategic planning.

"I want this organization to be very cus-

tomers oriented," Murali says. "Our focus is on how technology can help the University achieve its goals, and the emphasis is on the users of that technology."

Murali says the new structure will make the unit more efficient and will allow the focus of IT to be on customer satisfaction, outreach, project planning and partnerships with industry leaders to further the University's and IT's mission. All of that will be done while implementing WMU's new strategic plan for information technology.

Himes will oversee the areas formerly known as academic computing and media services and will be responsible for instructional technology, research and development initiatives, and community outreach. She came to WMU in February, from the University of Arizona, with a background that has ranged from international education to technology and its rapidly



Himes

expanding instructional uses.

Among Himes' responsibilities are providing support and services needed to help faculty and students create interactive learning environments. To accomplish that, she is working toward establishing a new Instructional Technology Center for faculty as well as a production studio where faculty can work with technical experts on innovative media development. She also is working to establish corporate partnerships that will enhance technology use by both faculty and students for research and instruction.

"The whole message of technology is that it's a medium, not a message," Himes says. "My job is to develop the way people use technology to deliver their message. I'll also be working to enhance the impact the University has on the community through technology."

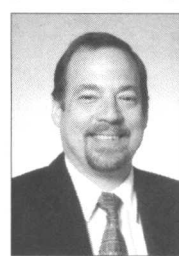
Lozeau will focus on implementation of the University's new Strategic Plan for Information Technology. He will oversee the project planning for all IT initiatives and will be responsible for the policy decisions that go with such projects. His staff will evaluate the scope, budget and technical requirements of each new computing initiative before it is turned over to a project manager for implementation. Lozeau's responsibilities include documentation of policy and security questions that are linked to policy issues, such as those involving Internet access, e-mail and computer viruses.

"When users identify a need, we'll formulate a plan to address that need," Lozeau says. "It's our responsibility to identify all those details that others might overlook and to make sure resources are available and redundancies are avoided. We'll also help make sure that a new project is in harmony with everything else the University is doing technically."

Lozeau is also responsible for the development of a service level agreement system that will clearly outline IT's role in support of and back-up for technical initiatives in which it is involved. He has been employed at WMU since 1983, moving to IT after serving as director of the Computer-Aided Engineering Center.

Overberger is responsible for maintaining the technical underpinnings of most of what the University does in computing and overseeing the migration of the University's infrastructure to the most current information technology available. His primary areas of focus are the administrative computing infrastructure and technical support for academic computing functions.

The areas he oversees are support for the University's financial applications such as general ledger, payroll, billing and account-



Overberger

tancy; the LAN and microcomputing systems, which include University-wide file and print services, desktop and microcomputing environments; microcomputing applications, including technical support for computing labs;

and data base administration. In the latter role, he has been working recently on implementation of the new KRONOS time-reporting system for University employees.

"We also provide high-level support for departments that have their own technical computing staff," Overberger notes. He has been at WMU for 13 years, coming up through the academic computing side of the University's technical staff.

Rumery is responsible for overseeing IT's business operations. Her areas of focus includ-



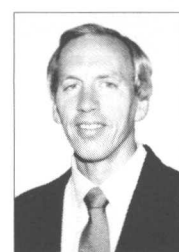
Rumery

ing budget oversight, personnel issues, contract work and administrative policies and procedures. She also provides administrative support to Murali by interfacing with the staff, assisting in external communication, working to

coordinate the activities of the different units within IT and assisting in planning and management of new initiatives.

Rumery has been a University employee since 1987, serving in the office of the general counsel and vice president for external affairs before transferring to OIT in 1999.

Vander Ploeg is responsible for installing and maintaining WMU's integrated private



Vander Ploeg

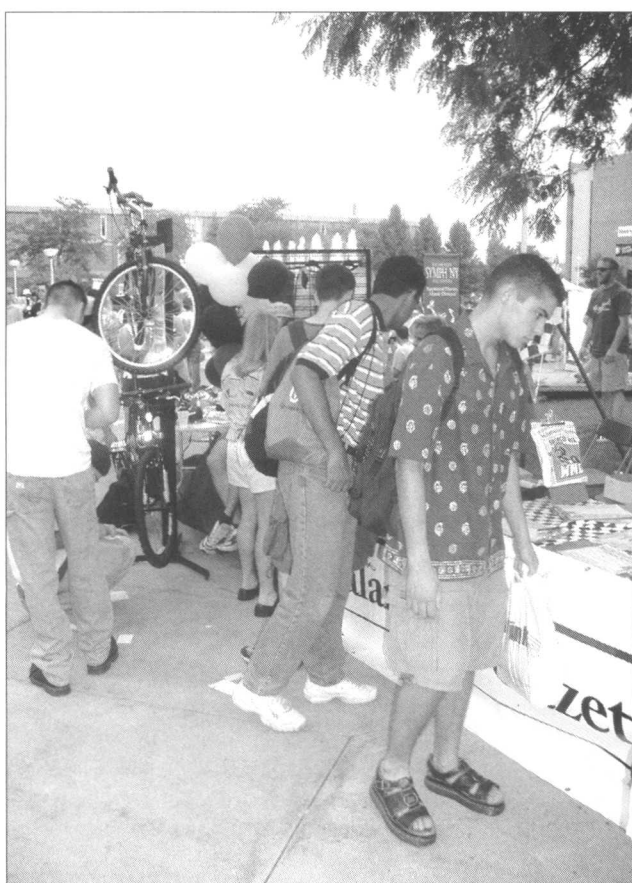
communications network for voice, data and broadband transmission. This includes oversight of the University-wide cable network that links all WMU buildings as well as the campus-wide telephone and network connections.

He has directed the University's telecommunications efforts since 1989, coming to WMU from a position as director of the State of Michigan Telecommunications Division. He is now adding network oversight to his responsibilities, focusing on the future combination of voice and broadband transmission.

## BASH STASH-

The nearly 400 booths run by campus and community organizations at Bronco Bash this week provided ample opportunities for students, faculty and staff to stock up on dozens of items being given away.

Offerings ranged from T-shirts and candy to information about how to join wide a range of organizations. (Photo by Neil Simon)



## Service

continued from page 3

Smith, music; Paul R. Solomon, art; Jocelyn D. Steinke, English; Karen Thomas, teaching, learning and leadership; Grace C. Tiffany,

English; Delores D. Walcott, University Counseling and Testing Center; and Elena M. Wood, admissions and orientation.

## Calendar

The master calendar maintained by the Office of University Relations for use in Western News is available through WMU's home page on the World Wide Web. Select WMU News and then look for Calendar of Events. You can also link directly to the calendar at <[www.wmich.edu/wmu/news/events](http://www.wmich.edu/wmu/news/events)>.

### AUGUST

#### 8.31 Thursday

Art exhibitions (through Sept. 1), MFA Candidate Group Show, Rotunda and South Gallery, East Hall; reception, Friday, Sept. 1, 5-7 p.m.

### SEPTEMBER

#### 9.4 Monday-Labor Day

WMU offices closed. No classes.

Art Exhibition (through Sept. 8), Watercolor Group Show, Rotunda and South Galleries, East Hall; reception, Friday, Sept. 8, 5-8 p.m.

#### 9.7 Thursday

\*Campus Activities Board film showing (and Sept. 8), "Gladiator," Miller Auditorium: Sept. 7, 7 p.m.; Sept. 8, 9:30 p.m.

Mathematics and statistics colloquium, "Longitudinal Achievement Patterns in Core-Plus Classrooms," Hal Schoen, University of Iowa, Alavi Commons, Everett Tower, 4:10 p.m.

#### 9.8 Friday

Art exhibition (through Oct. 4), Department of Art Faculty Show, Dalton Center Multi-Media Room, Monday-Saturday, 10 a.m.-4 p.m.; reception, Friday, Sept. 8, 5-7 p.m.

\*Kalamazoo Film Society showing (through Sept. 10), "Jesus' Son," Campus Cinema, The Little Theatre (formerly Oakland Recital Hall): Sept. 8 and 9, 7 and 9:30 p.m.; Sept. 10, 2:30 and 5 p.m.

#### 9.11 Monday

Art exhibitions (through Sept. 15), Metalsmithing Group Show, Rotunda Gallery, and Isle Royal Outdoor Encounter, South Gallery, East Hall; reception, Friday, Sept. 15, 5-8 p.m.

#### 9.12 Tuesday

\*Western Film Society showing, "Blazing Saddles," Campus Cinema, The Little Theatre (formerly Oakland Recital Hall), 7 and 9:30 p.m.

#### 9.13 Wednesday

Werner Sichel Lecture-Seminar Series, "Does Federal Child Care Policy Make Sense?" David M. Blau, professor of economics, University of North Carolina at Chapel Hill, 3508 Knauss Hall, 3 p.m.

\*Western Film Society showing, "When Harry Met Sally," Campus Cinema, The Little Theatre (formerly Oakland Recital Hall), 7 and 9:30 p.m.

#### 9.14 Thursday

Organizational meeting, gay, lesbian and bisexual faculty/staff group, Bertha Davis Room, Walwood Hall, 5:30 p.m.

\*Western Film Society showing, "Fargo," Campus Cinema, The Little Theatre (formerly Oakland Recital Hall), 7 and 9:30 p.m.

\*Admission charged

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